

SUBMARINE LDO/CWO Applicant Brief



PERS 422
and
PERS 422A



LDO/CWO Applicant Brief

Outline



- **What is a Limited Duty / Chief Warrant Officer**
- **Why become a LDO / CWO**
- **Eligibility requirements (NAVADMIN 140/14) -
Mid June**
- **Designators**
- **Typical profile / common characteristics of a selectee**
- **Preparing (interview, evaluations, application)**
- **Monetary and promotion benefits**
- **Feedback from this year's selection board**
- **Convince you to apply**
- **Nuclear trained application specifics**



LDO/CWO Applicant Brief

What is a LDO/CWO?



- **A Limited Duty Officer (LDO) is an officer who was selected for commissioning based on his/her skill and expertise, and is not required to have a bachelor's degree.**
- **The term "Limited Duty" refers not to an LDO's authority, but rather the LDO's career progression and assignment restrictions. LDO's, prior to WWII, could only advance as far as lieutenant. Later an LDO could be promoted to commander. In the 1990s the ceiling was raised to Captain. LDOs are usually assigned inside their technical specialties.**
- **Unlike the Unrestricted Line Officers, LDOs normally do not command a warship, aviation squadron, or auxiliary vessel. However, many LDOs command**



LDO/CWO Applicant Brief

LDO/CWO Program



**The Limited Duty Officer and Chief
Warrant Officer program provide our
Navy with:**

- **Proven Leaders and Sustained Superior Performers**
- **Technical experts looking for new and rewarding challenges**
- **War Fighters who bring extensive experience to a wardroom**



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Why become an LDO or CWO?



- **Your chance to take charge and make a difference on a much larger scale!**
- **Opportunity to lead Sailors, Chiefs, and other Officers**
- **Challenging assignments**
- **Increased responsibility and authority**
- **Because you are a highly qualified leader and subject matter expert with highly honed technical skills**



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Career Opportunities



- **Regulatory Oversight of Nuclear Shipyards (NRRO)**
- **Assignment as DO, APS, PMA**
- **Qualification as Dry Dock Officer and SSO**





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Career Opportunities



- **Qualification as OOD on a CVN or Sub Tender**





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Career Opportunities



- **Qualification as SWO**





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Career Opportunities



- **Chief Engineer or Gun Boss of a CVN**





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Career Opportunities



- **Submarine Overhaul Coordinator, WEPS, AWEPS qualify as EOOW (nuclear only), OOD and to wear (**



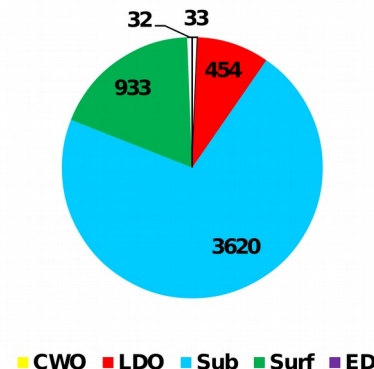


LDO/CWO Applicant Brief Overview

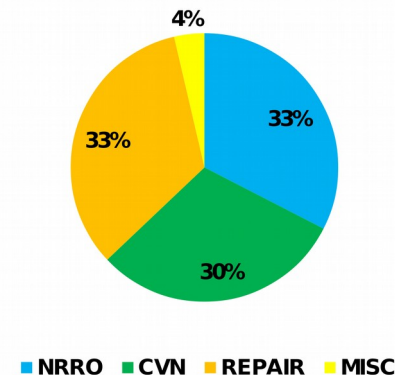
Nuclear LDO serve the NNPP in a variety of positions:

- Naval Reactors Field Offices
- CVN Force
 - Technical Assistants
 - Principal Assistants
 - Chief Engineers
 - TYCOM N4/N9 Mobile Training Team
- Submarine Force
 - Tender Repair Department
 - SSN DMP/Overhaul Coordinators (Ship's Company)
 - Nuclear Capable IMAs/Shipyards
 - TYCOM, Group, and Squadron Material Staffs
 - Major Command
- NNPTC and other Training Commands

Nuclear Officer Inventory



Nuclear LDO and CWO Utilization

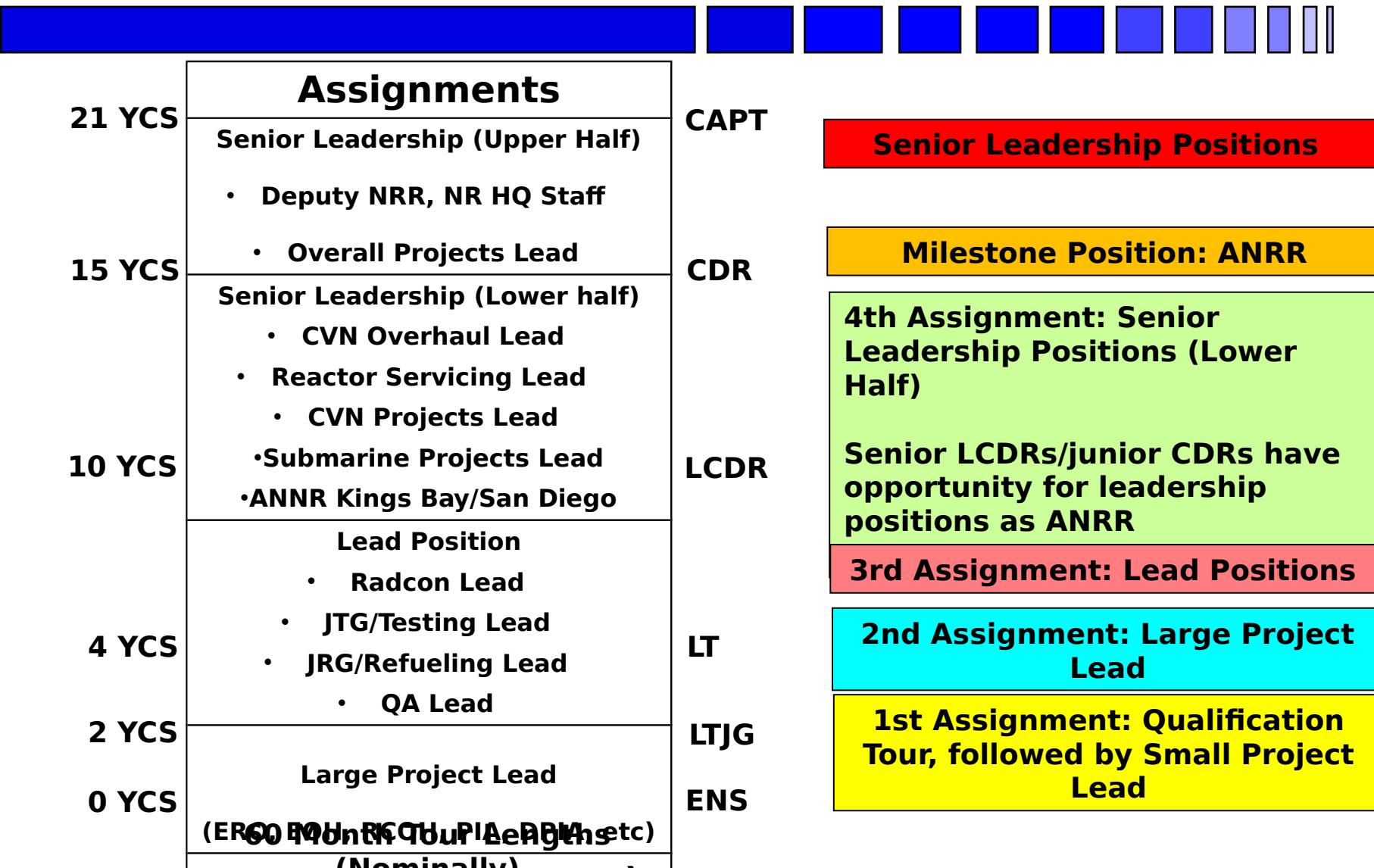


Nuclear LDOs/CWOs provide NNPP support in multiple areas



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Nominal NR Career Path





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Nominal Fleet LDO Career Path



Assignments		
23 YCS	Maintenance Facility Command	CAPT
	DEPUTY SY CMDR	
21 YCS	CVN CHENG	CDR
18 YCS	MAJOR PMA, OCM, IMA XO, SUB Base XO, NFAS DIRECTOR	
15 YCS	PMA, TYCOM STAFF, IMA PA, MISC REPAIR, DRYDOCK CO, FORCE RADCON ASST	
12 YCS	CVN PRINCIPAL ASST	
9 YCS	IMA DIVO, CVN ELECTRO/CRA, TYCOM, SY PROJ SUPT, DRYDOCK XO, SSN/NEWCON AVAIL COORD	LT
6 YCS	AS/IMA DIVO, NPTU MAINT, PMT	LTJG
3 YCS	CVN TA	ENS
0 YCS		

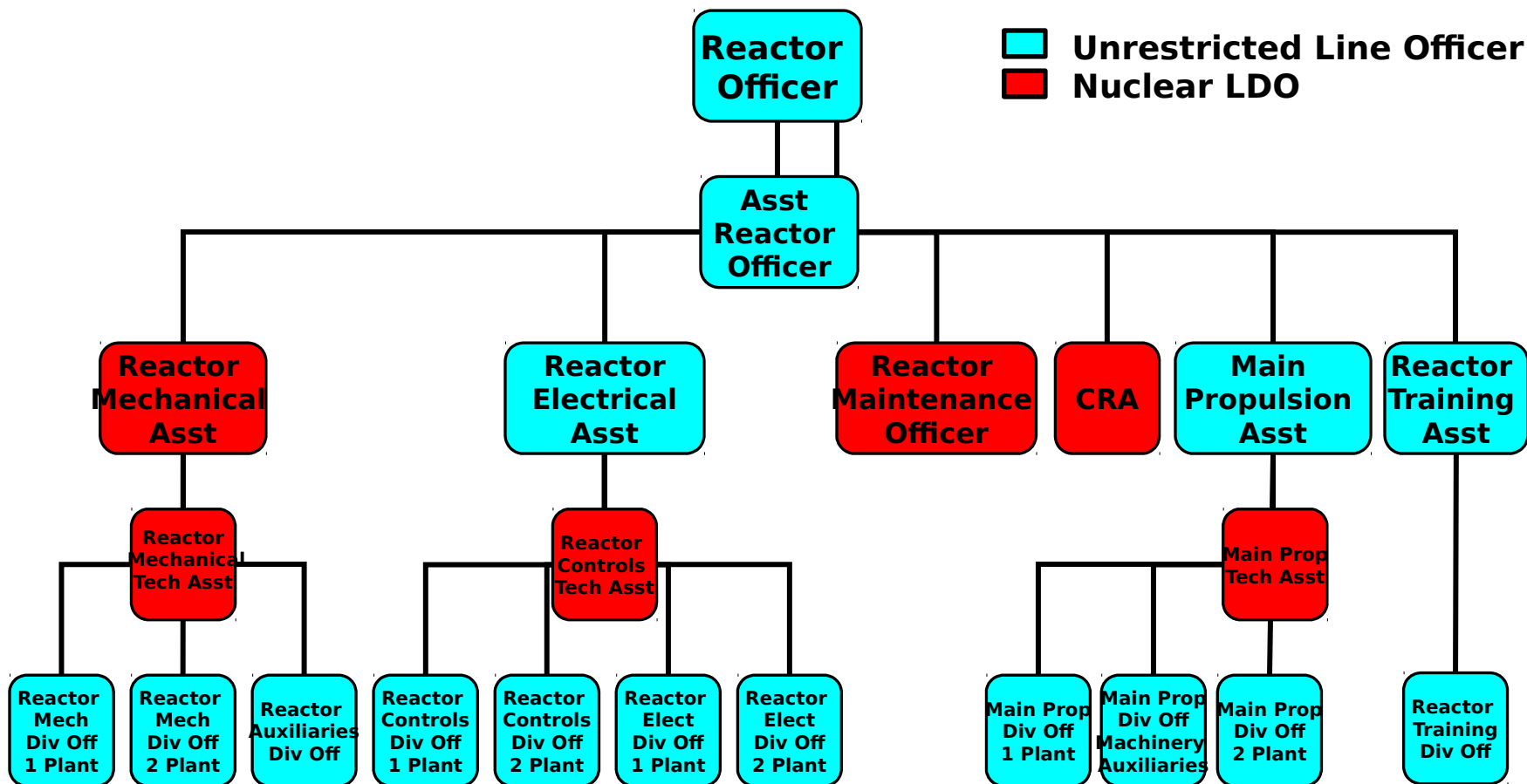
Major Command
Maintenance Leadership
Milestone Position: CVN CHENG
Senior LCDRs/junior CDRs have opportunity for PMA or equivalent maintenance leadership positions
4th Tour for most LDOs: CVN PA
3rd Tour for all LDOs: Elective Tour
2nd Tour for all LDOs: Repair/Maint
1st Tour for all LDOs: CVN TA

36 Month Tour Lengths



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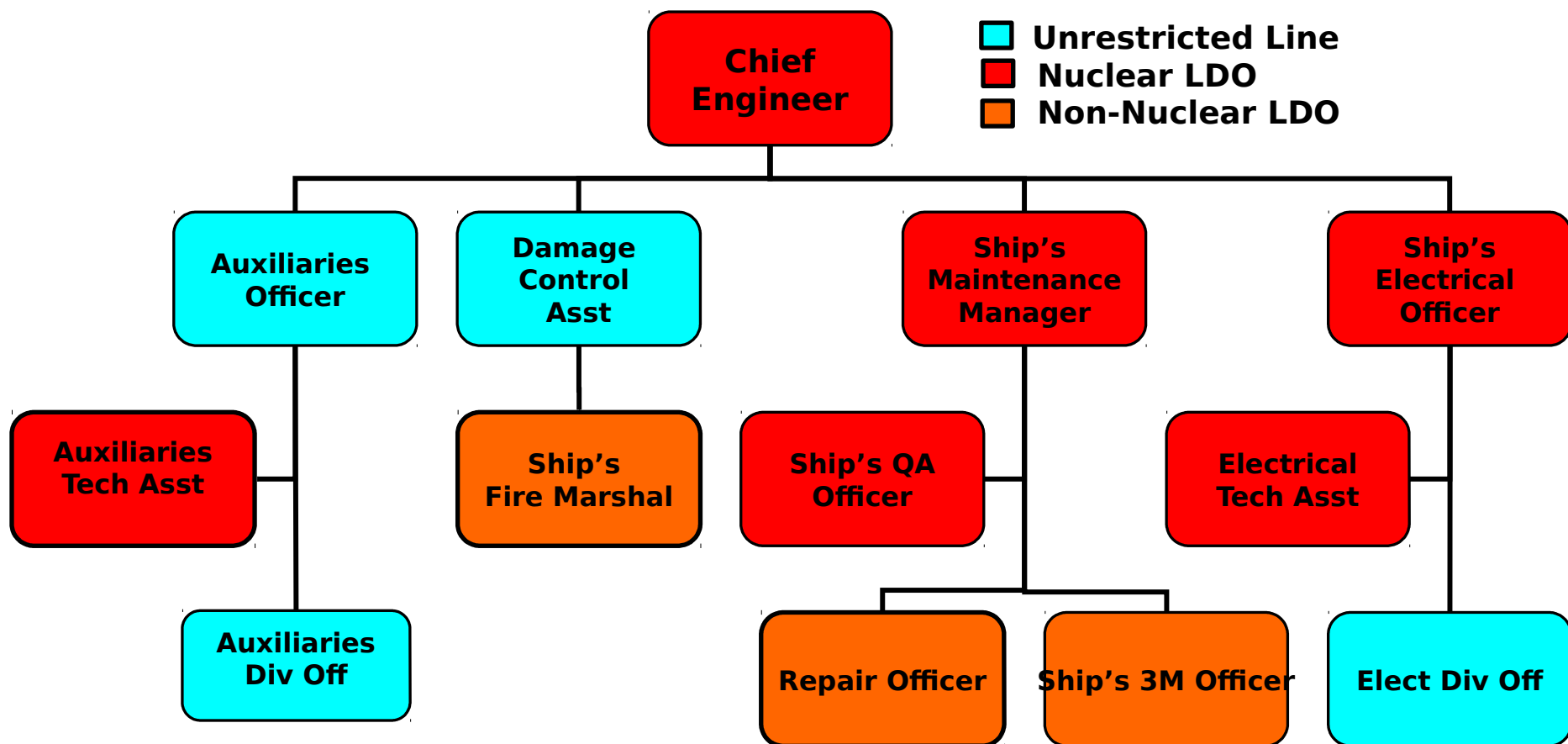
Typical CVN 68 Reactor Dept





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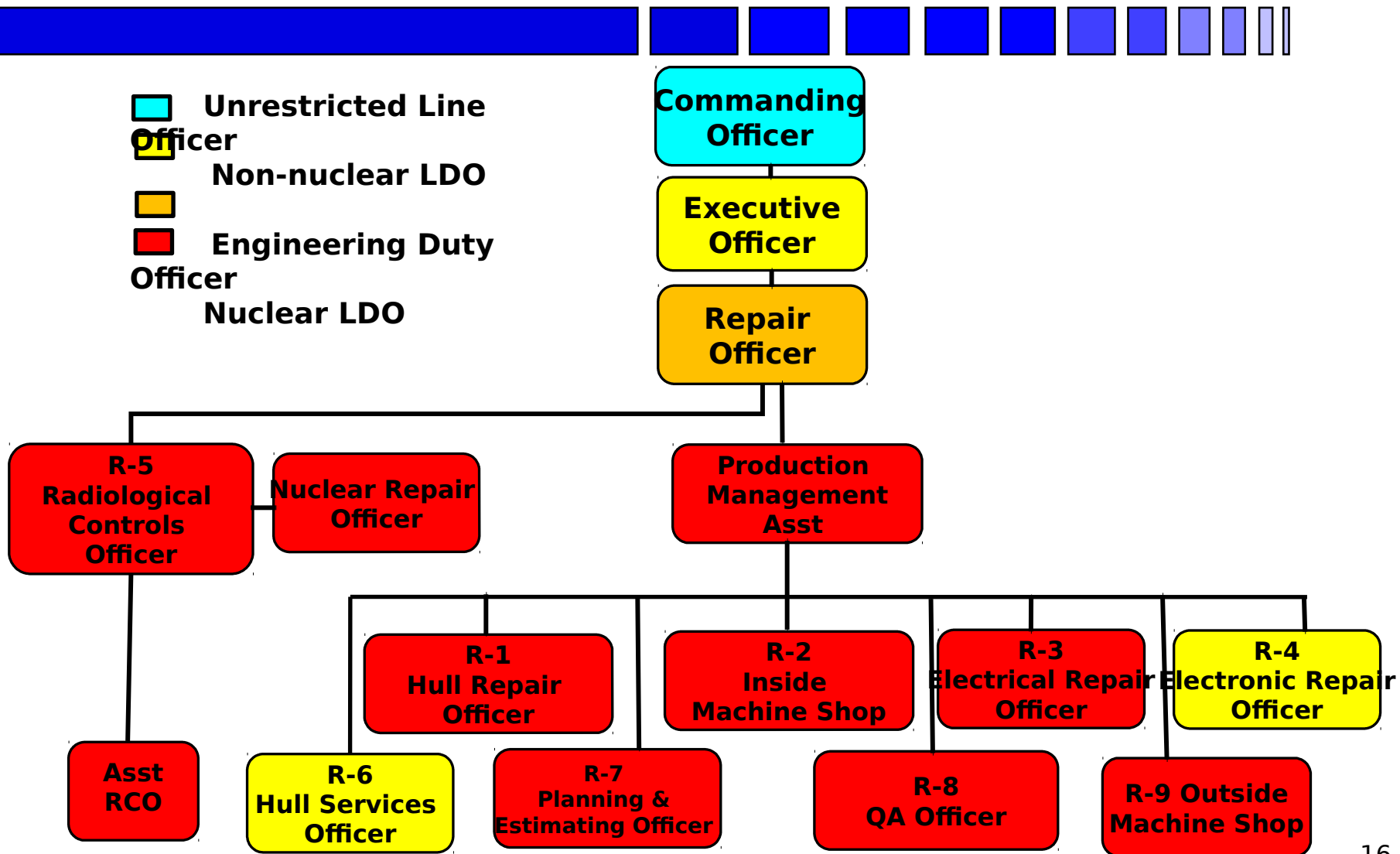
Typical CVN 68 Engineering Dept





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Typical Sub Tender Repair Dept



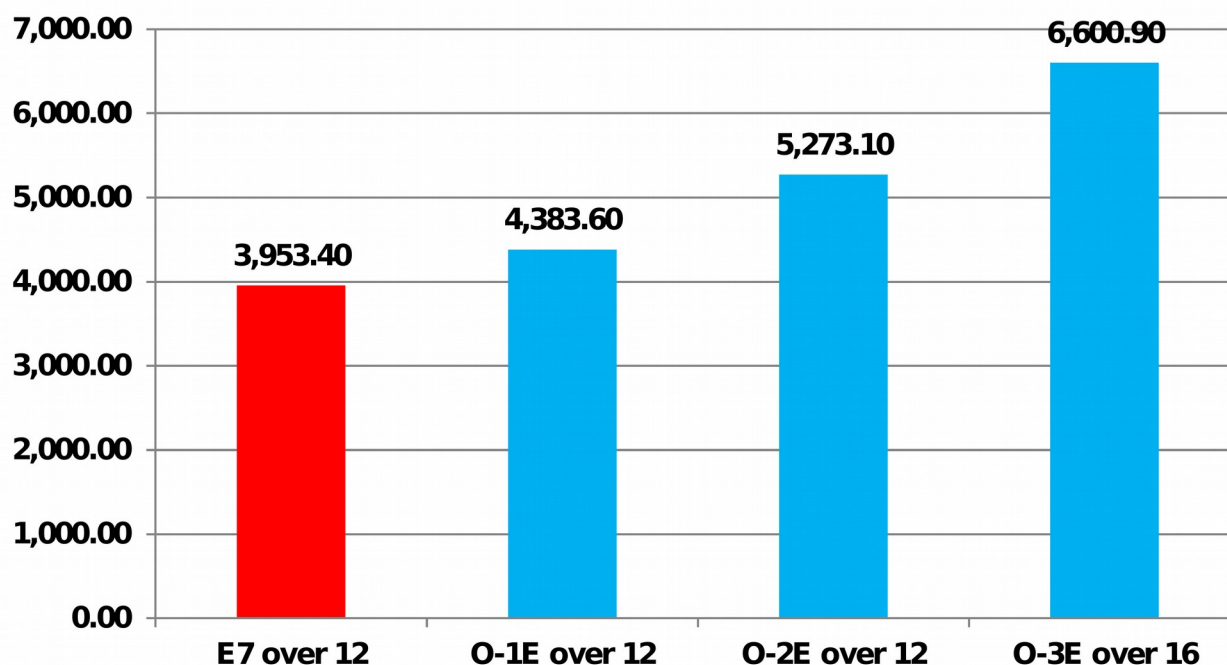


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Pay and Compensation



Base Pay



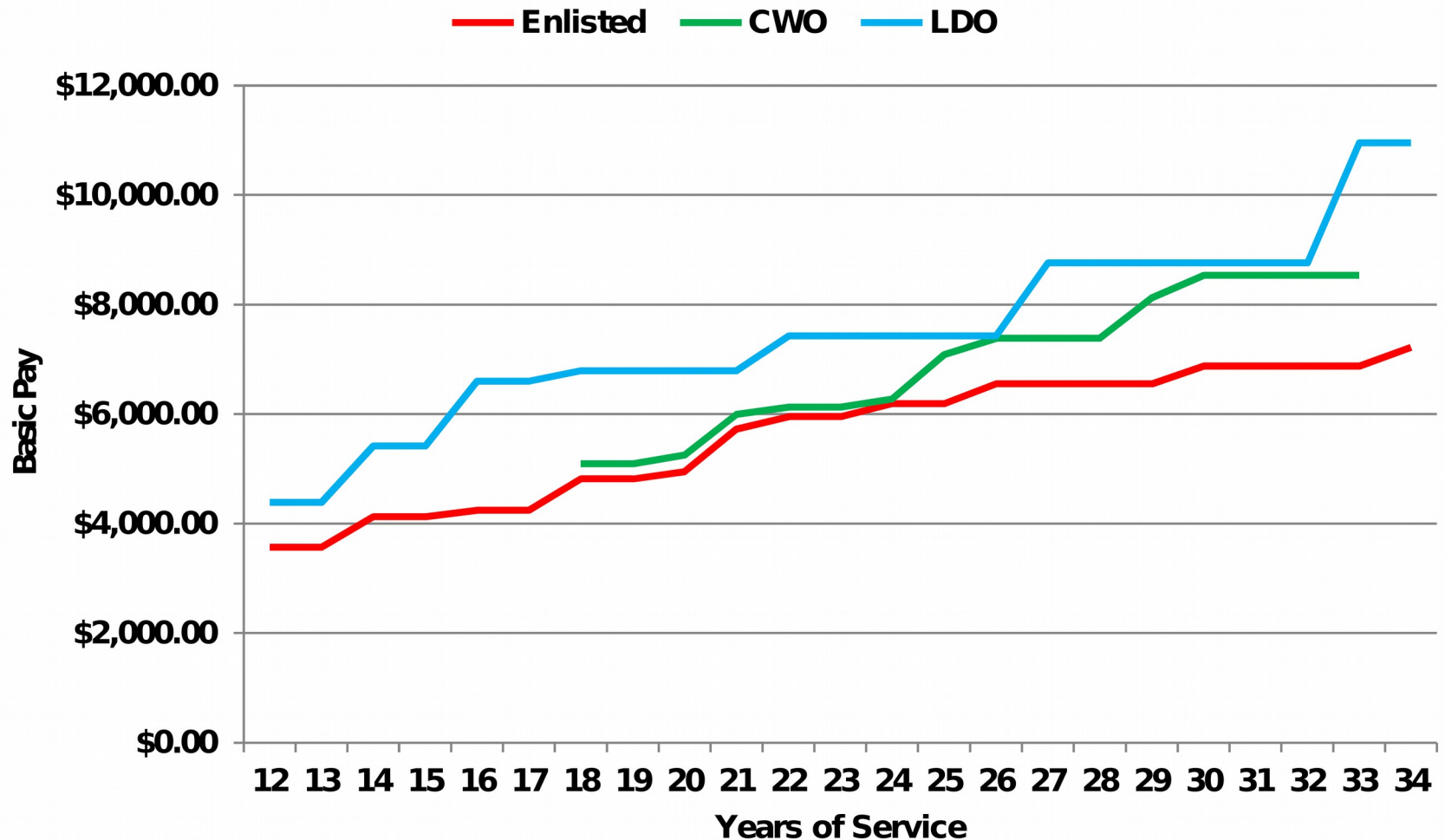
Your "today spending dollars" just increased
\$430.20 per month in base pay!

Pay raise of \$31,770 per year over E7 Pay in just 4 years



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Basic Pay Comparison



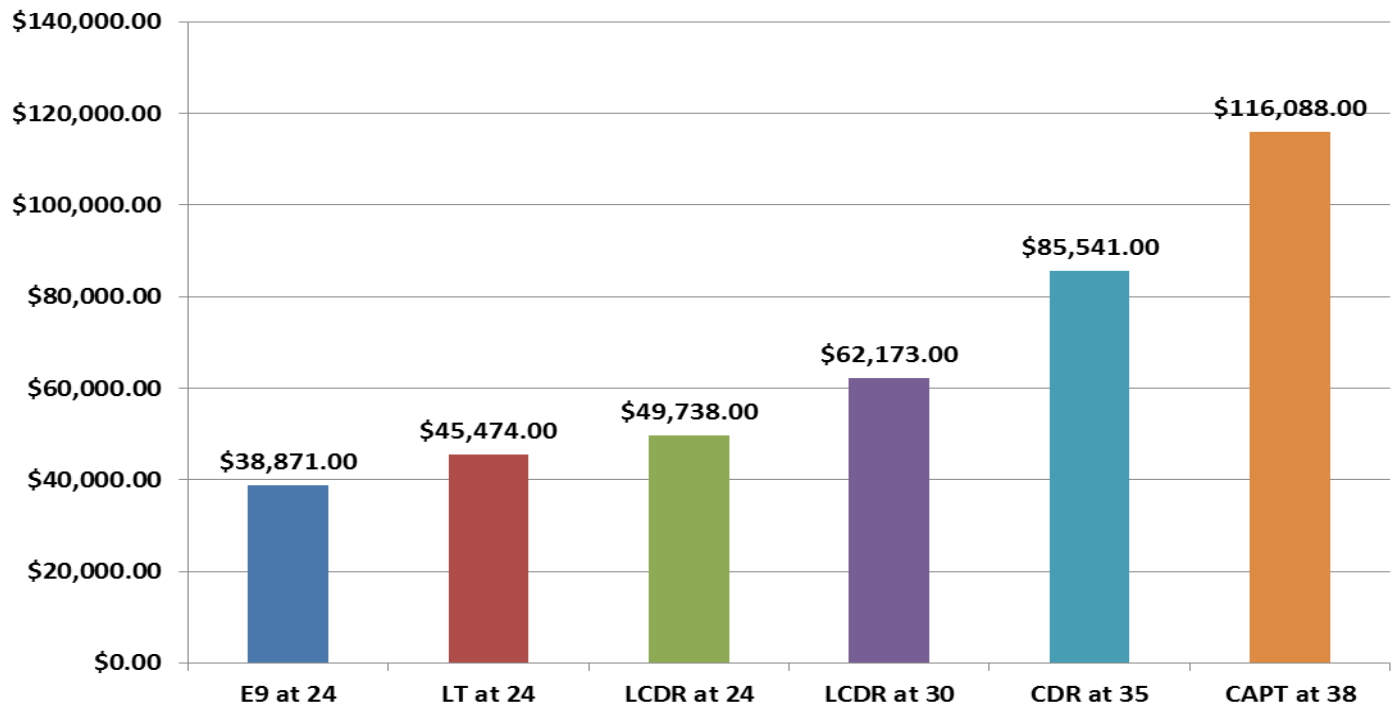


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Retirement Benefits



- **FY07 National Defense Authorization Act (NDAA) lifted 75% retirement pay cap at 30 YOS**
 - **Eligible to receive 100 percent base pay at retirement**
 - **2.5% increase per year for each year of service past 30 YOS**
 - **LDOs can reach 95% base pay with 38 YOS (statutory limit)**



LDO service compensation greater than enlisted



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Eligibility Requirements



Limited Duty Officers	Chief Warrant Officers
E-6 thru E-8 E-6s must be CPO Selection Board eligible	E-7 thru E-9
8-14* years Naval Service (Waivers considered to 16* years for nuclear trained personnel) See NAVADMIN 281/12 *Computed to 1 OCT 16	14-20* years (Waivers considered to 22* year for MCPOs) See NAVADMIN 281/12 MCPOs w/2 years TIG at E-9 will be appointed CWO3 *Computed to 1 OCT 16
High School Grad or GED Equivalent	High School Grad or GED Equivalent
Must complete 10 YCS to be retirement eligible	Must complete 6 YCS to become retirement eligible
CWOs commissioned as LDOs are permanent LDOs (cannot revert to CWO)	CWO <input checked="" type="checkbox"/> LTJG CWOs must have 2 yrs as CWO and <16 yrs service
General detailing guidelines: See Guidebook on OCM website.	General detailing guidelines: CWOs can fill LDO LT and below billets

NAVADMIN 070/13 DTG 221403Z MAR 13 announced the requirement for all nuclear trained personnel intending to submit applications for any commissioning programs to state their intentions using NAVPERS form 1306/7 (Enlisted Personnel Action Request) to the Nuclear Propulsion Program Management Branch (OPNAV N133), via their detailer (PERS-403). Waivers for nuclear trained sailors with less than 18 months remaining on their enlistment contract will



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LDO Designators



SURFACE

611X DECK

612X OPS

613X ENGR/REPAIR

616X ORDNANCE

618X ELECTRONICS

AVIATION

631X DECK

632X OPERATIONS

633X MAINTENANCE

636X ORDNANCE

639X AIR TRAFFIC CONTROL

SUBMARINE

623X ENG

626X ORD

628X ELECT

629X COMM

640X NUC PWR

GENERAL SERIES

641X ADMIN

642X INFO SYS

643X BAND

644X IW

645X INTEL

646X OCEANO

648X EOD

649X SEC

STAFF CORPS

651X SUPPLY

653X CIVIL ENGINEER CORPS



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CWO Designators



SURFACE

711X DECK

712X OPERATIONS

713X ENGINEER

715X SPECIAL WARFARE

716X ORDNANCE

717X SW COMBATANT-CRAFT CREWMAN

718X ELECTRONICS

SUBMARINE

720X DIVER

723X ENGINEERING

726X ORDNANCE

728X ELECTRONICS

740X NUCLEAR POWER

GENERAL SERIES

741X ADMIN ASST

742X INFO SYS

744X CRYPTOLOGY

745X INTEL

749X SEC

AVIATION

731X DECK

732X OPERATIONS

734X MAINTENANCE

736X ORDNANCE

STAFF CORPS

752X FOOD SERVICE

753X CIVIL ENGINEER



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Common Characteristics of Selectees



- **Sustained superior performance in all assignments... consistent break-outs in evaluations/fitness reports with strong CO's endorsement.**
- **Good Sea/Shore/Overseas rotation for the specific rating with an emphasis on increased responsibility and leadership.**
- **Successfully served in challenging key leadership positions to include IA/GSA assignments.**
- **Strong technical acumen and proficiency.**
- **Pursuit of continued education, personal, and professional development.**



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Typical Accessions Profile



■ **LDO**

- **1.8 Sea Tours**
- **99% EWS/SS/COW Qualifications (100% for Submarine and Nuclear LDOs)**
- **100% LPO/LCPO Experience**
- **Age: 32**
- **Years of Active Service: 13**
- **Avg. years of Education: 14**

■ **CWO**

- **3 Sea Tours**
- **100% SS/COW Qualifications**
- **100% LPO/LCPO Experience**
- **Age: 36**
- **Years of Active Service: 17**
- **Avg. years of Education: 14**



LDO/CWO Applicant Brief

Recommended Timeline



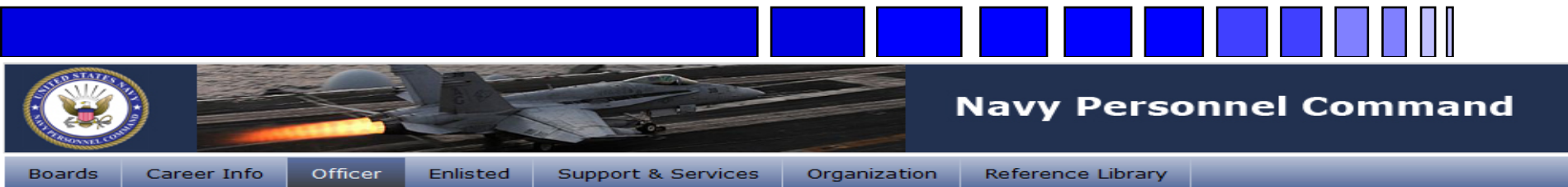
- **15 Apr: Special Request Chit to CO**
- **01 May: Application package to Admin**
- **01 Jun: Interviewer's Appraisal Board**
- **01 Jul: CO's endorsement prepared**
- **01 Oct: Application receipt deadline (NLT)**
- **XX Jan: Selection board convenes**
- **XX Feb: Results announced by NAVADMIN**
- **Check with your Mustang**

Association/Base/SQDN/Unit for specific timeline



LDO/CWO Applicant Brief

Questions about the program?



Navy Personnel Command > Officer > Community Managers > **LDO/CWO OCM**

- LDO/CWO OCM
- Applicant Information
- Community News
- GUIDEBOOK**
- Promotions
- Quick Links
- References
- Retirement
- Selection Boards
- Reserve OCM
- Restricted Line OCM
- Staff Corps OCM
- Unrestricted Line OCM



Purpose

The LDO/CWO webpage is provided as a centralized, easy to use source of professional information to assist active duty LDOs, CWOs and those who are considering applying for these programs with the ability to quickly research pertinent subjects and keep abreast of the latest news. There are links to numerous related sites and contact information for the Community Manager and Detailers.

Mission

The Limited Duty Officer and Chief Warrant Officer Community supports the war-fighting capability and readiness of Naval Forces through leadership, technical proficiency, and experience. We are the primary manpower source for technically specific billets not best suited for traditional Unrestricted Line, Restricted Line or Staff Corps career path Officers. Using critical enlisted experience, we are committed to the continuous leadership, improvement, training and mentoring of Sailors.

Vision

We will achieve and maintain the highest degree of technical excellence within our specialties in order to ensure we are poised to continuously contribute to the war-fighting capability and readiness of Naval Forces.

Fundamental to this vision is our ability to constantly strive for improvement through training, education, qualifications, and being fully integrated with our fellow wardroom members. We will seek out the toughest challenges in our command and do our utmost to positively influence them.

We will at all times maintain the highest standards of personal integrity, setting the example for those with whom we work and those who we lead. We will always be personally and professionally prepared to support the manning requirements of the Navy and ask for the most challenging assignments commensurate with our rank.

We are a community with great pride and history. We will honor those who paved the way for us by remaining humble through our actions and actively searching for and mentoring those Sailors who possess the technical expertise and leadership traits required in a wardroom in order to groom them to one day relieve us. Our success will be known to those who follow us by the reverence in which our community is held by the Navy.

Limited Duty Officer & Chief Warrant Officer Programs

Limited Duty Officer and Chief Warrant Officer are two separate programs that provide the Navy with officer technical managers and technical specialists who exercise leadership in key positions throughout the service. Combined, these two communities make up more than 11 percent of the officer corps. Both programs provide the opportunity for outstanding senior enlisted personnel to compete for a commission. Currently a college degree is not required to apply however, a more educated force and a recognition of the professional benefits



LDO/CWO Applicant Brief

Where do you get started?



▪ LDO/CWO Guidebook :

- Chapter 3 - Getting Started (An Applicant's Guide)

<http://www.public.navy.mil/BUPERS->

[NPC/OFFICER/COMMUNITYMANAGERS/LDO_CWO/Pages/GUIDEBOOK.aspx](http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/LDO_CWO/Pages/GUIDEBOOK.aspx)

- LDO DESIGNATOR CAREER PATTERN SHEETS

- Career Progression and Key Milestones
- Know your Career Path for both designators

▪ NPC Website

- [Navy Personnel Command](#) > [Officer](#) > [Community Managers](#) > [LDO/CWO OCM](#) > [Applicant Information](#)

▪ Find a Mentor

- Look for an LDO/CWO in your area, that has gone before you and seek their guidance.
- Show your interest in our program; learn about our program
- Find out what they did to get selected - ask them!



LDO/CWO Applicant Brief

Commissioning Preparation



- **Start early (PO3 not too early!)**
- **Make your seniors aware of your personal goals; seek a mentor**
- **Develop a strong career path and “resume”...good mix of duty stations and jobs is important.**
- **Seek leadership positions: LPO, LCPO**
- **Earn all possible professional and warfare qualifications**



LDO/CWO Applicant Brief

Commissioning Preparation

(cont)



- **Get out of your comfort zone**
 - Complete as many watch qualifications as possible.
 - Complete correspondence courses on ratings in other work centers.
 - Take such assignments as Detailer, Recruiter, Instructor, NPTU
- **Seek out significant key collateral duties**
 - Career Counselor
 - Drug/Alcohol Programs Advisor
 - Command Assessment Team
 - PFA Coordinator
- **Work on formal education/correspondence courses**



LDO/CWO Applicant Brief

Selection Process



- **Selection is determined on a numerical process**

✂ **Points awarded for:**

- Applicant's package and CO's endorsement
- Evaluations
- Duty Assignments and Demonstration of Technical Knowledge
- Leadership and Maturity
- Training and Education (both military and civilian)
- Awards and Qualifications
- Command and Community Involvement

- **In the point system, evaluations earn the most points, so strive for “Early**

The typical selectee is selected on their second or third application



LDO/CWO Applicant Brief

Performance Evaluations



- **Important items reflected in the applicants performance evaluations:**
 - Sustained superior performance
 - Demonstrated leadership
 - Technical Expertise (CWO applicant's)
 - Personal accomplishments and advanced qualifications
 - Promotion Recommendation (EP w/peer ranking; LDO/CWO potential)
 - Complete formal education and correspondence courses
- **Data and metrics (numbers):** How man

Explain to the board member why you are “the best Sailor/Chief on the waterfront!”



LDO/CWO Applicant Brief

Officer Interview Board



- **Review your record to ensure:**
 - Your awards, completion of college and military schools are properly documented in your service record and evaluations
- **Prepare for the officer interview board**
 - Be prepared to answer varied questions about what assignments you can expect as an officer, goals, contributions, what tours you should pursue, promotion opportunity, and retirement laws
 - Know your Career Path
 - Study the LDO/CWO Guidebook

http://www.public.navy.mil/BUPERS-NPC/OFFICER/COMMUNITYMANAGERS/LDO_CWO/Pages/GUIDEBOOK.aspx

- What can you bring to the LDO/CWO community?
- **New Interview Appraisal Sheet last year**



LDO/CWO Applicant Brief

FITREP/EVAL Basics



- **Demonstrate Core Competency in**
 - Leadership/Management
 - Technical (include senior watchstander)
- **Identified in FITREP/ EVAL or Awards**
- **FITREP breakout above CO average**
- **Hard (ranked against FITREP/EVAL competitive category) or soft breakout (any other ranking) important**
- **CO Endorsement and Senior LDO board member recommendation should be consistent**
- **Senior LDO Board member break out is important**



LDO/CWO Applicant Brief

FITREP/EVAL Basics (cont)



- **Job Assignments - who is excelling in the hard jobs? (Sea/Shore rotation, overseas jobs, Prototype, Instructor, Recruiter, SQDN, etc)**
- **Education not a requirement but a definite +**
 - **Dependent on the Sea/Shore**



LDO/CWO Applicant Brief

Personal Statement



- **Use your own words**
- **Skip the “flowery” words and speak from your heart**
- **Remember, there will be members on the board who are LDO’s and CWO’s and they know what you should have done in terms of training, assignments, qualifications, and performance for the designator you are applying for**
- **You are “WORLD WIDE ASSIGNABLE” and are ready to tackle the tough jobs**

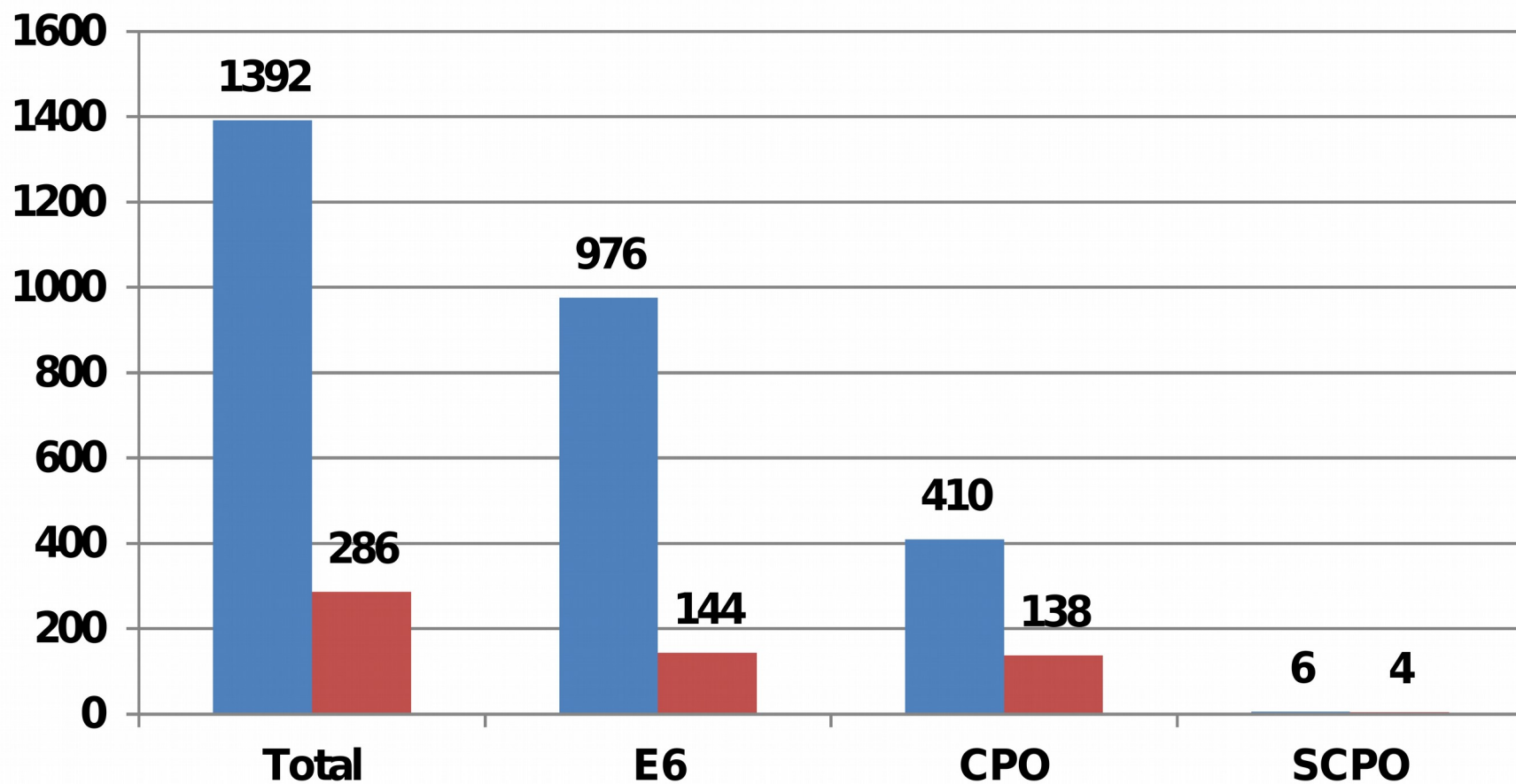


LDO/CWO Applicant Brief

Selection by Paygrade LDO



■ LDO Applications ■ LDO Selectees



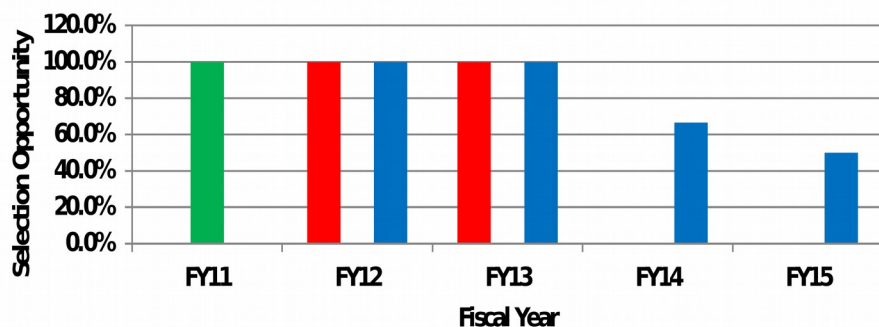


Submarine Enlisted LDO Selection Rate



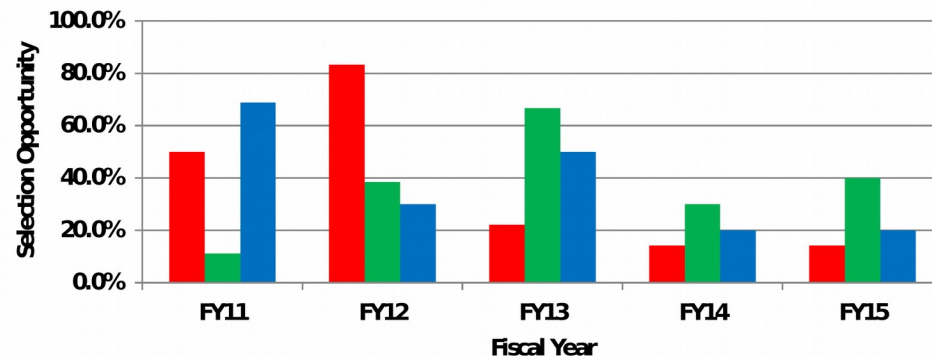
Nuclear LDO Selection Opportunity by Nuclear Enlisted Submarine Ratings (SCPO)

ETCS EMCS MMCS



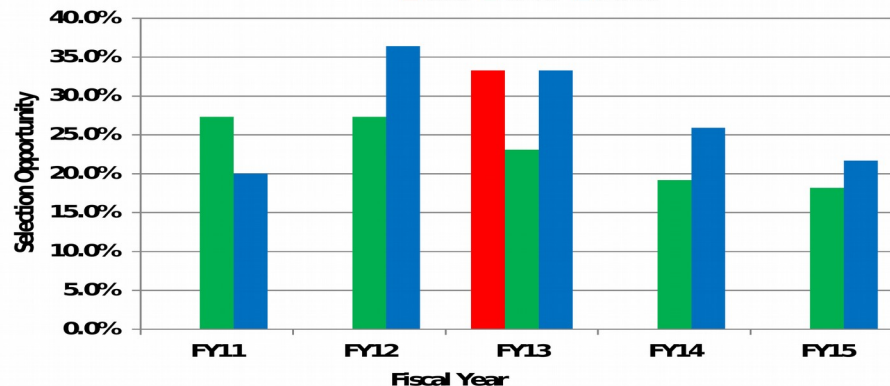
Nuclear LDO Selection Opportunity by Nuclear Enlisted Submarine Ratings (CPO)

ETC EMC MMC



Nuclear LDO Selection Opportunity by Nuclear Enlisted Submarine Ratings (E6)

ET1 EM1 MM1



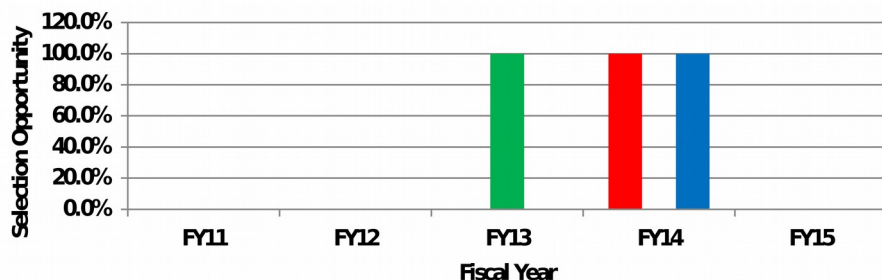


Surface Enlisted LDO Selection Rate



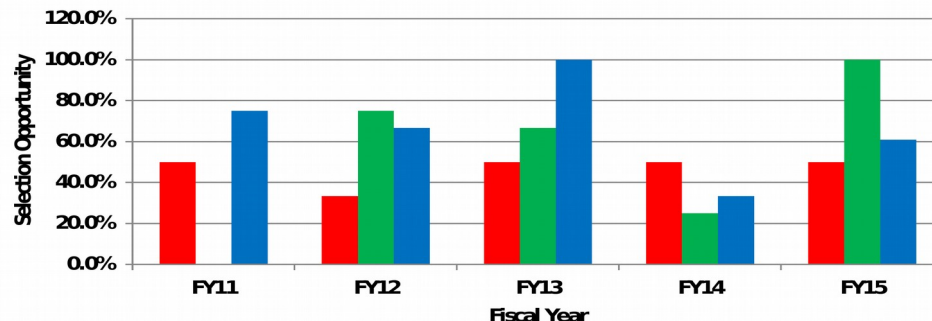
**Nuclear LDO Selection Opportunity by
Nuclear Enlisted Surface Ratings (SCPO)**

■ ETCs ■ EMCS ■ MMCS



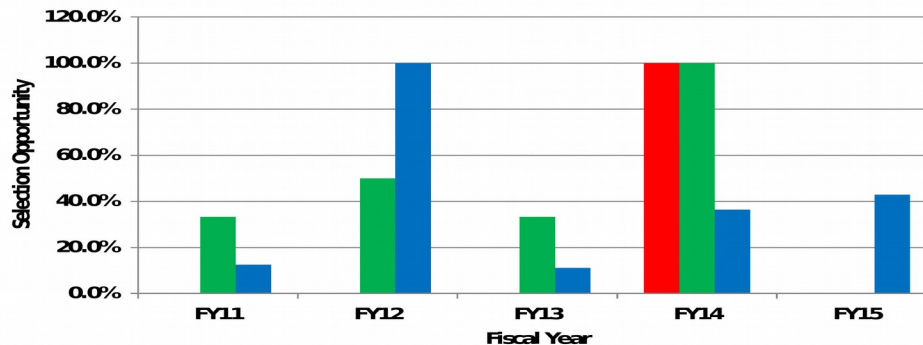
**Nuclear LDO Selection Opportunity By
Nuclear Enlisted Surface Ratings (CPO)**

■ ETC ■ EMC ■ MMC



**Nuclear LDO Selection Opportunity by
Nuclear Enlisted Surface Ratings (E6)**

■ ET1 ■ EM1 ■ MM1

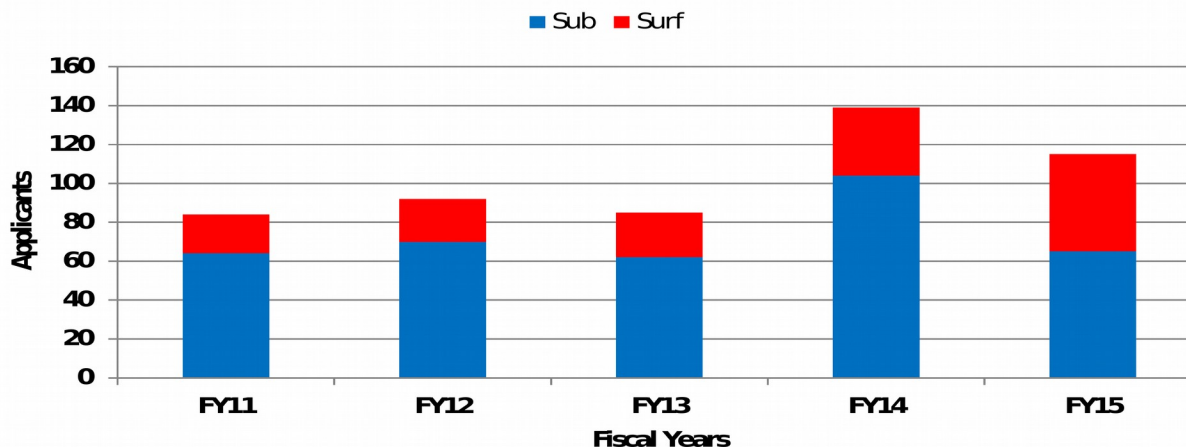




LDO/CWO Applicant Brief Historical Applicants



Number of Applicants



NUCLEAR LDO APPLICANTS		
	Submarine	Surface
FY11	64	20
FY12	70	22
FY13	62	23
FY14	104	35
FY15	65	50

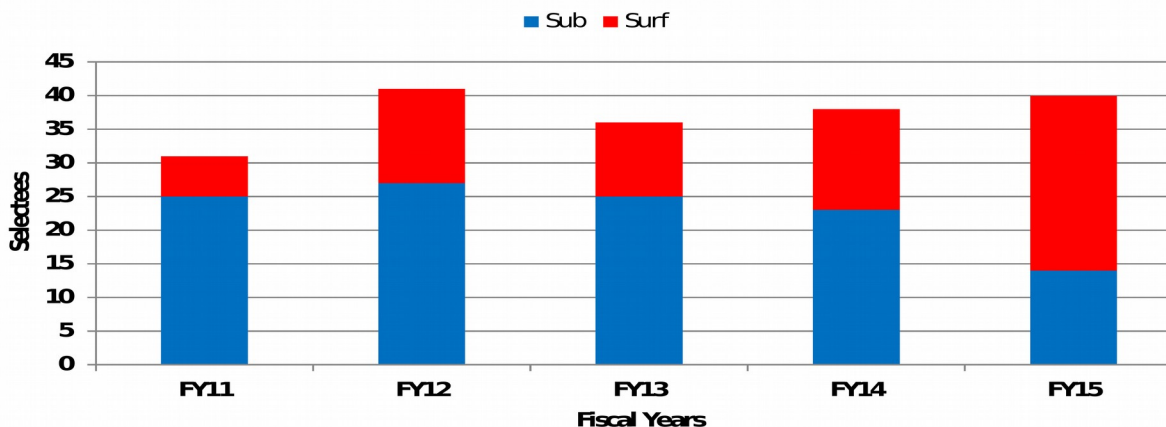


LDO/CWO Applicant Brief

Historical Selectees



Number of Selectees



NUCLEAR LDO SELECTEES		
	Submarine	Surface
FY11	25	6
FY12	27	14
FY13	26	11
FY14	23	15
FY15	14	26

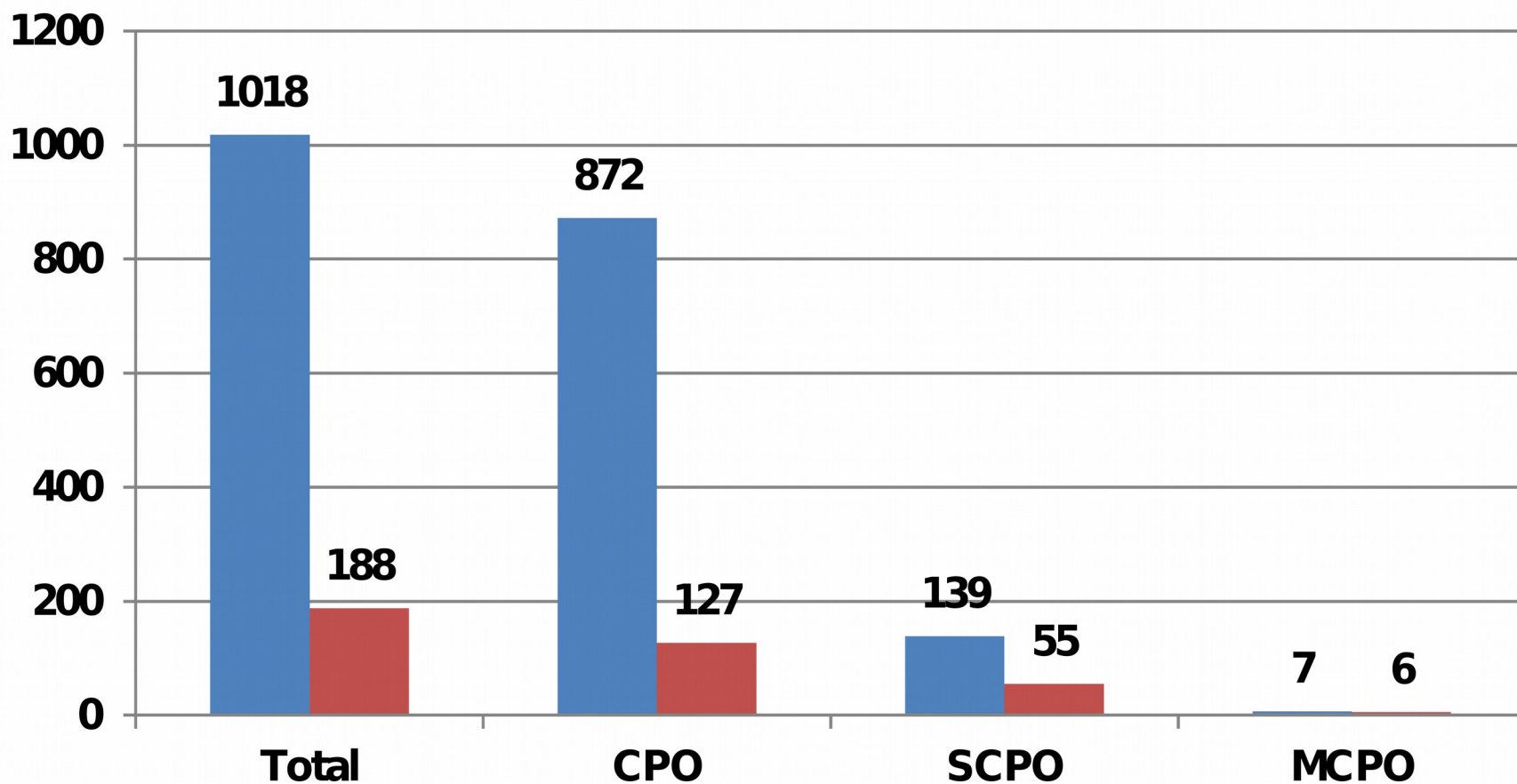


LDO/CWO Applicant Brief

Selection by Paygrade CWO



■ CWO Applications ■ CWO Selectees





LDO/CWO Applicant Brief

Selection Opportunity by Community



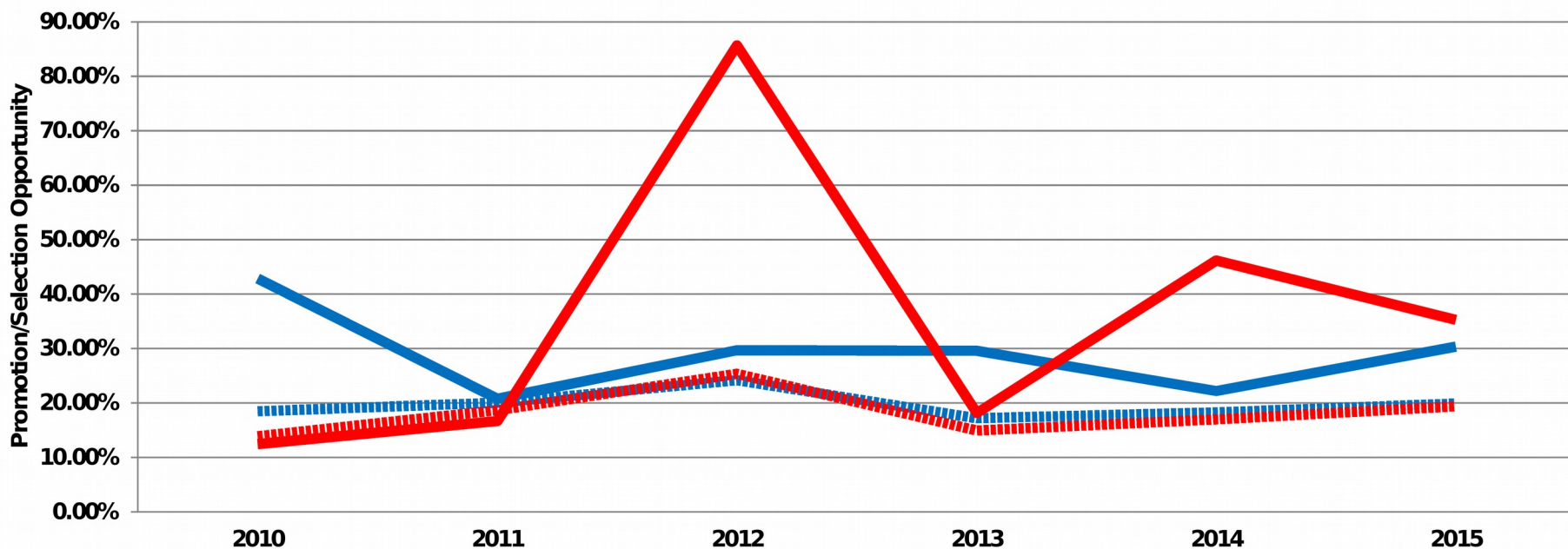
Opportunity for PO1 Advancement versus LDO Selection

..... SUB PO1 ADV OPP

..... SURF PO1 ADV OPP

— SUB LDO OPP

— SURF LDO OPP



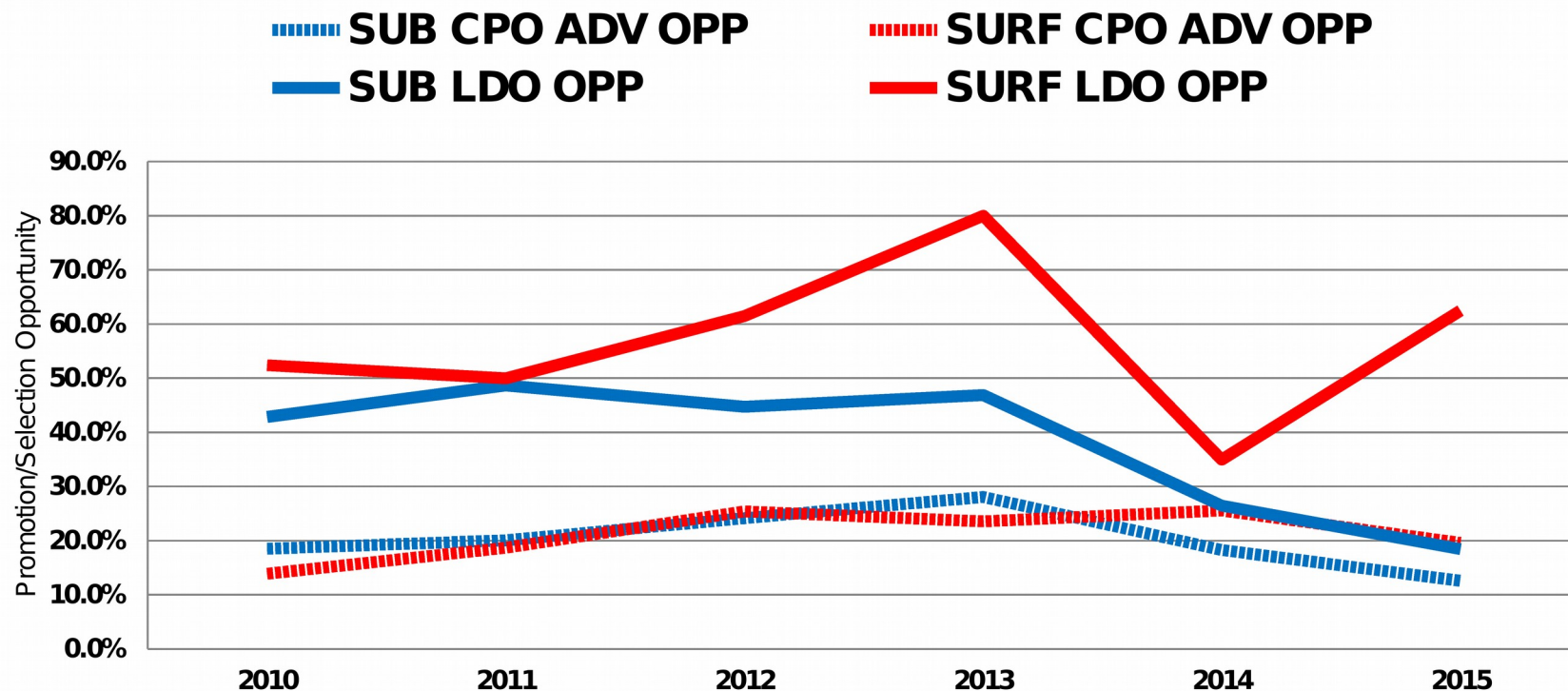
LDO opportunity competitive with PO1 advancement opportunity



Selection Opportunity by Community



Opportunity for CPO Advancement versus LDO Selection



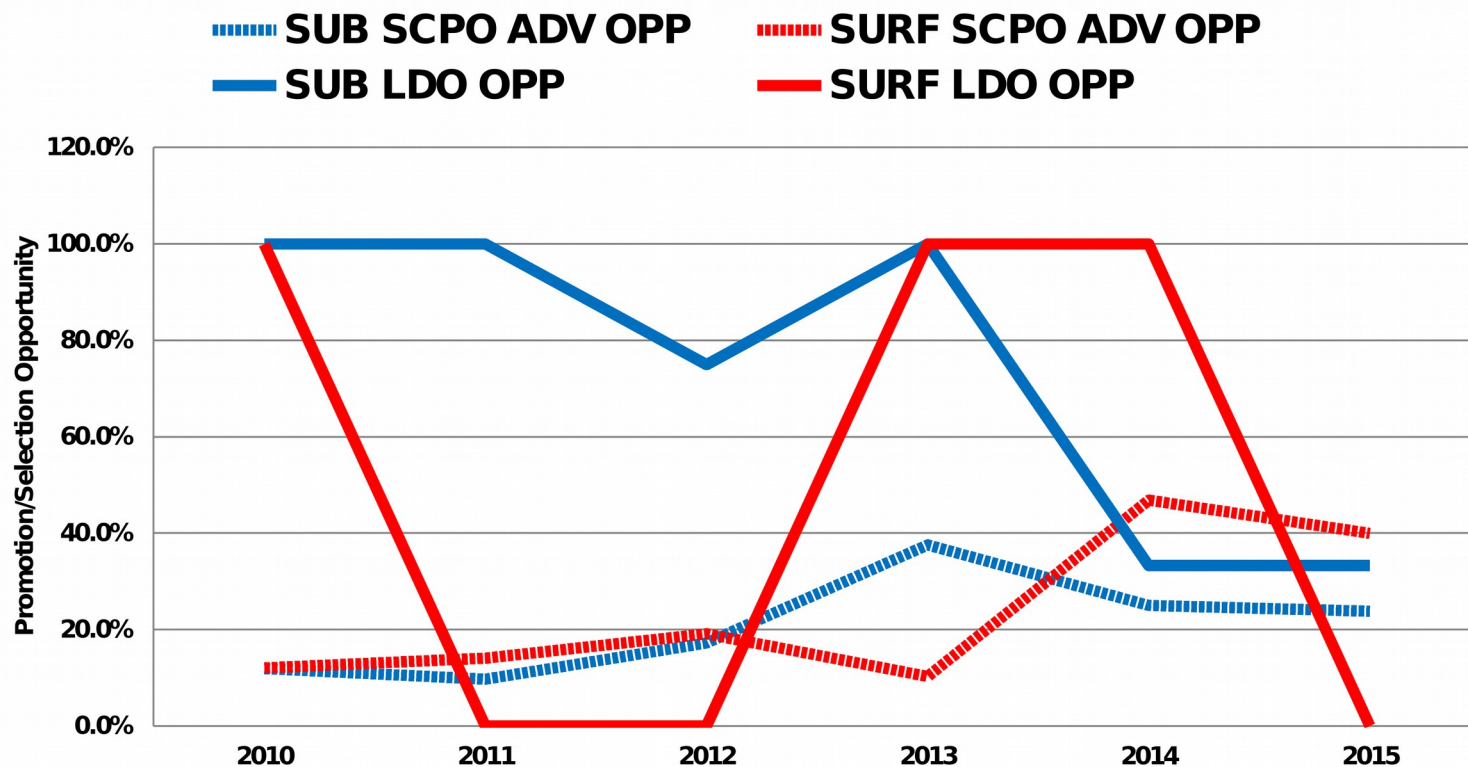
LDO opportunity competitive with CPO advancement opportunity



Selection Opportunity by Community



Opportunity for SCPO Advancement versus LDO Selection



LDO opportunities better than SCPO advancement opportunity



LDO/CWO Applicant Brief

Promotion Opportunity



	FY14	FY15	FY16	FY17	FY18
CAPT					
Opportunity	40%	40%	40%	40%	40%
Flow Point	22-01	22-02	22-04	22-05	22-04
CDR					
Opportunity	60%	60%	60%	60%	60%
Flow Point	15-02	15-05	15-11	16-04	16-06
LCDR					
Opportunity	78%	75%	70%	75%	70%
Flow Point	10-08	10-02	10-04	10-05	10-06



Promotions to LTJG and LT = All Fully Qualified



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Promotion Opportunity



	FY14	FY15	FY16	FY17	FY18
CWO5					
Opportunity	34%	33%	34%	35%	38%
Flow Point	12-07	13-05	13-03	12-08	12-05
CWO4					
Opportunity	75%	75%	80%	80%	80%
Flow Point	7 YCS	7 YCS	7 YCS	7 YCS	7 YCS
CWO3					
Opportunity	AFQ	AFQ	AFQ	AFQ	AFQ
Flow Point	3 YCS	3 YCS	3 YCS	3 YCS	3 YCS



LDO/CWO Applicant Brief

BUPERS ON-LINE



[\[Application List\]](#) [\[Update Info\]](#) [\[FAQ\]](#) [\[Privacy Policy\]](#) [\[Sign Out\]](#)

For help call 1-800-951-NAVY Bureau Of Naval Personnel Online

User Logged in: JONES CHARLES O

BOL Application Menu

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[\[ODC, OSP, PSP \]](#)
[\[Official Military Personnel File \(OMPF\) - My Record \]](#)
[\[PRIMS \]](#)
[\[Request Record on CD \]](#)
[\[Selection Board Member/Recorder Training \]](#)

Click on any information icon to the right of a menu item to see additional information about that application.



LDO/CWO Applicant Brief

Board Preparations



Navy Personnel Command

Boards Career Info Officer Enlisted Support & Services Organization Reference Library

Navy Personnel Command > Boards

Boards

Active Duty Enlisted
Active Duty Officer
Administrative
Enlisted Continuation
Flag
General Board Info
Officer
Continuation/SERB
Reserve Enlisted
Reserve Officer
Screen Boards
Selection Board
Support
Special Promotions
Spot Promotions

Selection Boards

Address and Phone Numbers for Correspondence

Please use **ONLY** the NPC Customer Service Center address for any letter to a **PROMOTION** Board. Do NOT send letters to your detailer or any other PERS Code.

[Address for Correspondence to a Promotion Board](#)

Applications and letters to Admin or Screening Boards **might** need to go a different address than the Customer Service Center. Check the web page of the PERS code that sponsors the board for specific instructions.

****IMPORTANT CHANGE**** According to NAVADMIN [103/07](#) distributed to the fleet April 24, all officers are now required to have a full-length color photograph in their official military file.

General Boards Info

[Board Schedule](#)

[Check the status of your package!](#)

Administrative Boards

[Active Duty Transfer Redesignation](#)

[Active Duty LDO/CWO](#)

[Graduate Education](#)

Statutory Boards

[Active Duty Officer Promotions](#)

[Reserve Officer Promotions](#)

Enlisted Advancement

[Active Duty Advancement](#)

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Screen Boards

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LDO/CWO Applicant Brief

Record Corrections



[Boards](#) [Career Info](#) [Officer](#) [Enlisted](#) [Support & Services](#) [Organization](#) [Reference Library](#)

Navy Personnel Command > **Career Info**

Career Info

- [Augmentation](#)
- [Career Counseling](#)
- [Career Toolbox](#)
- [Education](#)
- [Enlisted Career Admin](#)
- [Language & Culture](#)
- [Limited Duty](#)
- [Officer Career Prog](#)
- [Pay and Benefits](#)
- [Performance Evaluation](#)
- [Personnel Conduct and Separations](#)
- [Records Management](#)
- [Reserve Personnel](#)
- [Mgmt](#)
- [Retirement/TDRL](#)
- [Transition](#)

Career Info

Career Progression Information

The Career Info web site provides access to helpful career-related information. Navy personnel can find the following career assistance and resources:

- [Active Duty Officer Promotions](#)
- [Reserve Officer Promotions](#)
- [Active Duty Enlisted Boards](#)
- [Reserve Enlisted Boards](#)
- [Officer Active Duty Continuation Boards](#)
- [Special Promotion Boards](#)
- [LDO/CWO Procurement Board](#)
- [Active Duty Transfer/Redesignation](#)

[Education Opportunities](#)
[CPO Selection Board Preparation](#)
Check Your Lineal/Precedence Number - Contact NPC Customer Service (866-U-ASK-NPC) for more information
[Bibliography for Advancement \(BIBs\)](#)

Information on permanently correcting your record

General Career Links

- [BUPERS Online](#)
- [Navy Knowledge Online](#)
- [Education](#)
- [Pay & Benefits](#)

For Officers

- [Detailers](#)
- [Naval Postgraduate School](#)

For Enlisted

- [Detailers](#)
- [Navy College Program](#)



LDO/CWO Applicant Brief

Personal Award Corrections



Tuesday February 25, 2014

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[APPROVAL AUTHORITIES](#)

SEARCH THIS SITE

WELCOME NAVY PERSONAL AWARDS

PERSONAL AWARDS

Welcome to the Personal Awards page for the U.S. Navy. From this site you have the ability to conduct personal award searches, research recent news and information and access many resources related to personal awards.

Items of interest and the other reference material are updated frequently so please check back on a regular basis.

ITEMS OF INTEREST

U.N. Medal

- List of U.N. Medals authorized for acceptance and wear by eligible U.S. Service members.
- Refer to SECNAVINST 1650.1H for eligibility requirements.



INDIVIDUAL AUGMENTEE SAILORS

- Answers to questions concerning Sailors serving as IAs in support of GWOT.



Establishment of Campaign Stars for the ACM and ICM

NAVADMIN 141/08 - Campaign Stars for the Afghanistan and Iraq Campaign Medals.

Paragraph 2 of the NAVADMIN details the Campaign Phases and inclusive dates for OEF and OIF.



ICM/ACM Trade-in Policy

Personnel/Admin offices having service members electing to trade-in a previously awarded GWOTEM for the ICM/ACM shall have the member sign the below Page 13 entry: (Substitute Afghanistan Campaign Medal for Iraq Campaign Medal, as appropriate)

"I understand that I was assigned within the Area of Eligibility for the Iraq Campaign Medal (ICM) during the period (start day month year to end day month year) for which I was authorized the Global War on Terrorism Expeditionary Medal (GWOTEM). I further understand that per NAVADMIN 085/05, I may elect to either wear the GWOTEM or the ICM. I elect to wear the ICM. I understand that once the ICM is accepted, I cannot change this option and I am no longer eligible for and must remove the GWOTEM, unless earned in a subsequent qualifying period.



Combat Action Ribbon for Sailors serving with USMC units

The Commandant of the Marine Corps has provided clarification of the CAR eligibility criteria for Marines and Sailors serving in USMC units. This guidance states that personnel assigned to Marine Corps units who take appropriate actions during exposure to the detonation of an improvised explosive device (IED) meet the CAR eligibility. This policy change is retroactive to 07 October 2001. Additional information on application for retroactive awarding of the CAR is contained in [ALMAR 010/06](#) and [MARADMIN 118/06](#) available in the NAVADMIN link on the left side of this web page.

PERSONAL AWARDS HISTORY



Personal Awards Query

Click to launch the Personal Awards History Query

NEWS & INFORMATION

[Medal-Ribbon Purchase Options](#)

[Navy Uniform Regs](#)

[Navy Enlisted Classifications](#)

AWARDS INSTRUCTIONS

[NATO Medal \(SECDEF Authorization\)](#)

[Navy and Marine Corps Awards Manual \(SECNAVINST 1650.1H\)](#)

[Navy Directives](#)

[Manual of Military Decorations and Awards, DoD 1348.33-M](#)

[Manual of Military Decorations and Awards, DoD 1348.33-M \(VOLUME 1\)](#)

[Manual of Military Decorations and Awards, DoD 1348.33-M \(VOLUME 2\)](#)

[Manual of Military Decorations and Awards, DoD 1348.33-M \(VOLUME 3\)](#)

REFERENCES

[Award Abbreviation Codes](#)

[Contact Awards Office](#)

[Policy on Wear of Foreign Personal Awards](#)

[Ribbon Checker](#)

[Board for Corrections of Naval Records](#)

[Personal Awards FAQs](#)

[Award Procedures and Details](#)

[Freedom of Information Act \(FOIA\) Online](#)

[Document Library](#)

SITE NOTICES

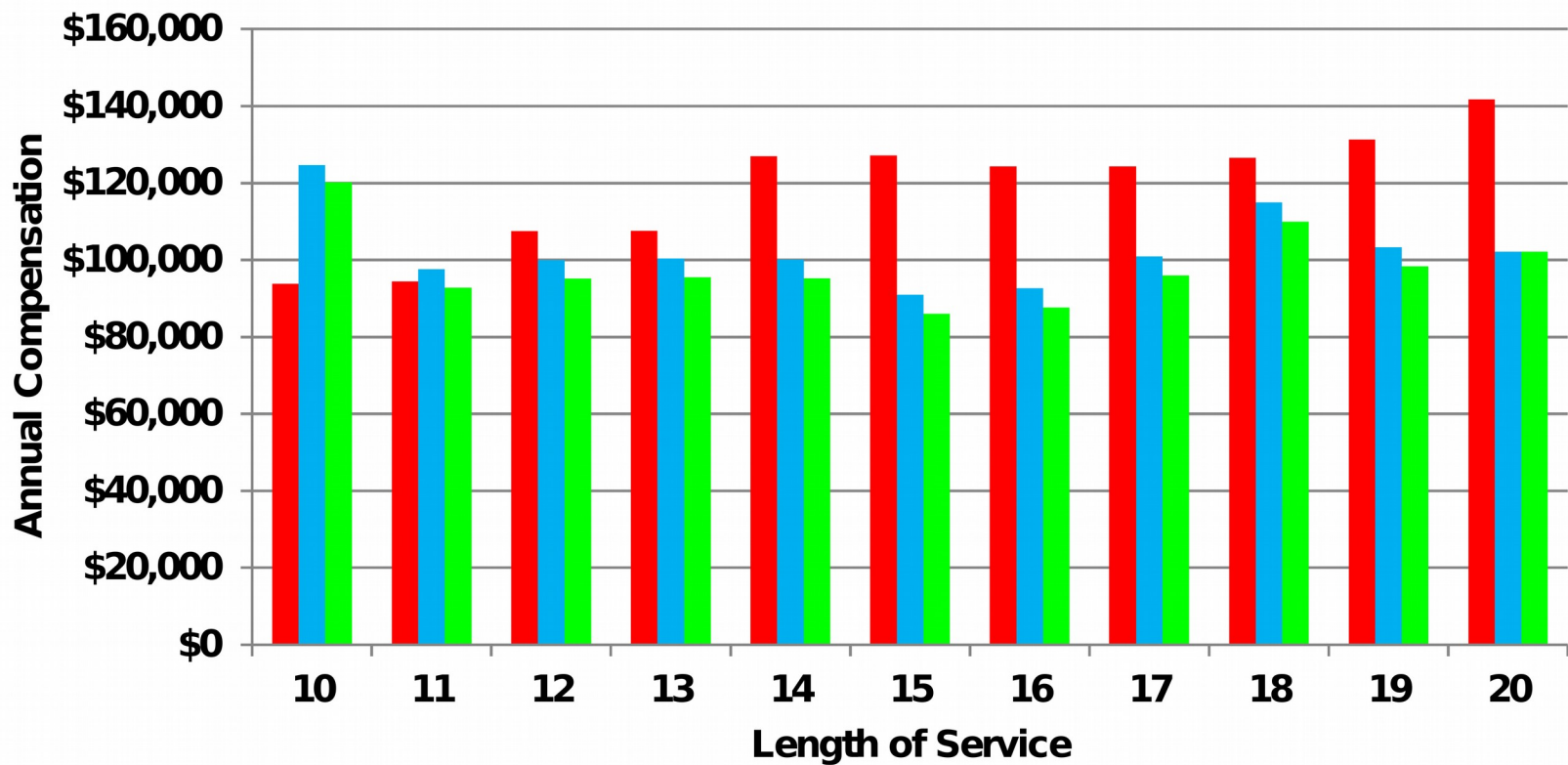
Information for
updating
personal
awards



Nuclear LDO vs. Enlisted Compensation



■ Nuclear LDO ■ Enlisted Sub Nuclear ■ Enlisted Surf Nuclear



LDO career compensation greater than senior enlisted



LDO/CWO Applicant Brief

Retirement Comparison



Retirement Point	Pre-Tax Estimated Pension Value	Average 6-YR ESRP Contract Value (Zone 1 @ 10-14 Years) Assume Reenlistment at 10 YOS (A)	Assume full value ESRP contract invested earning 5% (compounded for years indicated)	5% Annual Lifetime Passive Income from ESRP contract (B)	Pre-Tax Estimated Pension Value plus passive income from ESRP (A+B)
E-9 over 24	\$39,648	\$100,000	14 Years = \$200,503	\$10,025 Annually	\$49,673
LCDR over 24	\$50,733	E-9 pension plus full value of ESRP investment is \$1,060 less than LCDR retirement at similar service point			
E-9 over 30	\$55,918		20 Years = \$270,148	\$13,507 Annually	\$69,425
CDR over 30	\$74,788	E-9 pension plus full value of ESRP investment is \$5,363 less than CDR retirement at similar service point			



ET1(SS), 8 YOS, Married, 2 Kids, Norfolk



	NAVY		Civilian	
Salary		\$77,753		\$79,140
Bonus	+	\$20,995	+	\$11,121
NEX Savings	+	\$2,500	+	\$0
Taxes	-	\$6,701	-	\$15,088
Insurance	-	\$0	-	\$16,351
Take Home Pay		\$94,547		\$58,822



EDC/CWO Applicant Brief

Bureau of Labor and Statistics Wage Data



OCCUPATIONAL TITLE	TOTAL EMPLOYEES	ANNUAL MEAN WAGE
Nuclear Power Reactor Operators	6,240	\$77,550
Power Distributors and Dispatchers	11,600	\$72,360
Power Plant Operators	39,980	\$64,420
First-Line Supervisors of Mechanics, Installers, and Repairers	418,530	\$62,190
Petroleum Pump System Operators, Refinery Operators, and Gaugers	41,570	\$60,290
Engineering Technicians, Except Drafters, All Other	65,030	\$59,900
Gas Plant Operators	11,750	\$59,870
Electrical and Electronics Engineering Technicians	150,020	\$57,240
First-Line Supervisors of Production and Operating Workers	559,350	\$56,890
Chemical Plant and System Operators	40,580	\$54,920
Stationary Engineers and Boiler Operators	34,580	\$53,800
Plant and System Operators, All Other	11,740	\$52,960
Electro-Mechanical Technicians	16,620	\$52,870
Mechanical Engineering Technicians	44,760	\$52,810
Industrial Engineering Technicians	63,030	\$51,850
Environmental Engineering Technicians	19,490	\$48,910
Chemical Equipment Operators and Tenders	49,020	\$46,440
Water and Wastewater Treatment Plant and System Operators	109,190	\$43,530

- Navy is exceptionally competitive and usually exceeds overall civilian compensation
- The Navy offers one of the best TOTAL compensation packages unequalled by civilian sector
 - No Cost health care
 - Commissary and exchange privileges
 - Tax benefits
- Only a few career fields with a small number of total employees has an annual median wage that exceeds overall Navy compensation package
 - Most of these are only after several years of earning seniority



LDO/CWO Applicant Brief

Direction of the Program



▪ **History of LDO Selection Quotas**

- Quotas limitations were first used at the FY12 LDO board to minimize the impact of selections on the ET(SS) rate
- After the success of the FY12 quotas they were expanded to prevent over selection of MMC(SS) and then to minimize impact on EDMC pool

▪ **Quotas for FY16 LDO board**

- No more than 27 total submarine and 23 total surface selections
- No ET1(SS) selections
- No E-8 submarine or surface selections
- No more than 2 each ETC, EMC, or MMC submarine or surface selections

▪ **Reason for FY16 Quotas**

- ET(SS) is the most stressed rate in the NNPP with an at-sea supervisory manning below 40%, thus no ET1(SS) selections were allowed
- Submarine EDMC manning concerns continues to limit the number of submarine CPOs selected
- CVN CPO manning concerns limited the number of surface CPOs selected
- FY16 quotas were developed to prevent negatively impacting the enlisted community while maintaining opportunity for LDO selection

▪ **LDO quota limitations will be eased as supervisory manning levels improve**

Mentoring essential to ensure quality sailors enter both EDMC and LDO



LDO/CWO Applicant Brief

Direction of the Program



- **Naval Nuclear Propulsion Program (NNPP), and the Navy has absolute dependence on LDO and CWO program**
- **NNPP, and the Navy, heavily relies on service in key supporting assignments**
- **The LDO and CWO programs seek to commission technical managers and technical experts**
 - **Proven leadership and sustained superior performance in arduous assignments**
 - **War Fighters seeking new and rewarding challenges**
 - **Officers who bring extensive technical expertise to a wardroom**



LDO/CWO Applicant Brief

Summary



- **Hard and soft breakouts in evaluations/fitness reports are extremely important.**
- **Work to move to the “EP” block soon after reporting aboard.**
- **Board members focus on the strength of the evaluations, promotion rankings, command endorsement, interview appraisal sheets, leadership traits and the difficulty of billets held.**
- **Qualify for watchstations in your rating to the maximum level your rank will allow.**
- **Qualifying for watchstations outside your rate and ranking is a plus once you have max'd out in your parent rating qualifications.**



LDO/CWO Applicant Brief

Summary (cont)



- **The competitive selection process that the LDO/CWO community employs is a significant tool in the Navy's "Strategy for the People" and ensures we retain, select, and promote our strongest performers.**
- **Selection to LDO or CWO is a benchmark in one's career and reflects the Navy's value in sustained superior performance, leadership, and integrity.**
- **Board packages reflect that commands support the program by only sending the best and brightest for consideration.**



LDO/CWO Applicant Brief

Contacts



PERS 422 Submarine / Nuclear LDO

Assignments:

Detailer:

901-874-3945

Placement Officer:

901-874-3935

BUPERS Contacts:

Nuclear LDO OCM - 703-604-5489

OCM - 901-874-3042

AOCM - 901-874-4714 or 901-874-3044

On the Web:

www.npc.navy.mil/Officer/LDOCWCommunityManager/

SUBMARINE LDO/CWO Applicants



Questions?

Is this a program for you?
Start preparing your package
now!